

Bargaining Unit 9
Police Management
Fresno Police Officers Association (FPOA)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 03/01/2009: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$729.00 City Contributes \$583.20 Employee Contributes \$145.80
Retirement *	Tier I: Employees hired before 8/27/90 (55% @50 w/20 yrs.) Tier II: Employees hired <u>after</u> 8/27/90 City contribution = 20.02% Employee contribution = 9.00% (40% @50 w/20 yrs.) DROP City picks up 1% of employee contribution
Life Insurance	1 x Annual salary rounded to nearest thousandth (\$150,000 Maximum) Bomb Squad \$250,000
Long Term Disability	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
Deferred Compensation	Savings/Mutual Funds Effective 7/1/06 City will contribute \$55.39 per pay period (employee must be enrolled in Deferred Compensation Plan)
Holidays	8-2/3 hours per month
Vacation (Available after 6 months)	16.667 hours per month
Sick Leave (Available after 1 month)	8 hours per month
Administrative Leave	60 hours per fiscal year Up to an additional 32 hours per fiscal year at departmental discretion See MOU for cash out policy
Uniform Allowance	\$1,200 per year
Bilingual	None
Workers' Compensation	85% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

LEGEND:

*	Net rate for City is 11.74% = partially offset by surplus investment earnings Safety/Fire Tier I = Vested after completing 10 years of service Safety/Fire Tier II = Vested after completing 5 years of service
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